

RESOLUTION NO. 13-113

A RESOLUTION ESTABLISHING 2014 COMPENSATION PLAN FOR UNREPRESENTED EMPLOYEES

WHEREAS, City Code Section 3-310 requires the City Manager to present a compensation plan annually for all pay grades to be approved by resolution of the City Council; and

WHEREAS, this plan is in compliance with Minnesota Statute 471, which is referred to as the Pay Equity Law; and

WHEREAS, a new classification and compensation plan has been developed to maintain compliance with the Pay Equity Law and to sustain competitive wages; and

WHEREAS, the wage schedule includes a 2.25% cost of living adjustment for unrepresented employees on January 1, 2014, which was included the 2014 budget approved by City Council.

NOW, THEREFORE, BE IT RESOLVED by the Coon Rapids City Council that the following pay schedule be adopted, effective January 1, 2014.

2014 Full-Time and Regular
Part-Time Annual Wage Schedule

Grade	Minimum	Maximum
A	\$33,049.76	\$41,184.82
B	\$35,032.74	\$43,655.91
C	\$37,134.71	\$46,275.26
D	\$39,362.79	\$49,051.78
E	\$41,724.56	\$51,994.89
F	\$44,228.03	\$55,114.58
G	\$46,881.71	\$58,421.45
H	\$49,694.62	\$61,926.74
I	\$52,676.29	\$65,642.35
J	\$55,836.87	\$69,580.89
K	\$59,187.08	\$73,755.74
L	\$62,738.31	\$78,181.09
M	\$66,502.61	\$82,871.95
N	\$70,492.76	\$87,844.27
O	\$74,722.33	\$93,114.92
P	\$79,205.67	\$98,701.82
Q	\$83,958.01	\$104,623.93
R	\$88,995.49	\$110,901.36
S	\$94,335.22	\$117,555.45
T	\$99,995.33	\$124,608.77
U	\$105,995.05	\$132,085.30
V	\$112,354.76	\$140,010.42
W	\$119,096.04	\$148,411.04
X	\$126,241.80	\$157,315.70

2014 Variable Hour Part-Time
Wage Schedule (Hourly)

Grade	Minimum	Maximum
A	\$11.92	\$14.85
B	\$12.63	\$15.74
C	\$13.39	\$16.69
D	\$14.19	\$17.69
E	\$15.04	\$18.75
F	\$15.95	\$19.87
G	\$16.90	\$21.07
H	\$17.92	\$22.33
I	\$18.99	\$23.67
J	\$20.13	\$25.09
K	\$21.34	\$26.59
L	\$22.62	\$28.19

Section 1. Full-time and regular part-time Unrepresented Employees

A new compensation and classification plan has been established for unrepresented employees for 2014. Employee positions have been evaluated and placed within the plan in a method that complies with the Pay Equity Act and maintains a competitive wage schedule.

The minimum range for a position is the rate at which a new employee usually starts. Employees with considerable work experience in similar positions may start above the minimum rate. Employees may also start above the minimum when market rate conditions dictate a higher salary in order to attract qualified candidates. The maximum rate is top salary for a position and will be reserved for employees whose performance is clearly superior and outstanding. The only exceptions are employees who exceeded the maximum rate prior to this implementation of this plan.

Trained and experienced employees will be compensated at a rate between the minimum and maximum rates, with the specific amount to be determined by the City Manager. In establishing a fair and equitable salary, the City Manager may consider salaries for comparable positions in comparable cities. Other factors of consideration will be the general prevailing wages for such a position in the metropolitan area, comparability of duties and responsibilities to other City positions, and tenure and performance of the individual employee.

Section 2. Part-time Employees (variable hours)

A wage schedule for variable hour part-time employees has been established. This schedule provides for more consistency across the organization in terms of position classifications and compensation. Part-time employees with variable hours may be eligible for step adjustments within their pay grade, but not necessarily at the same rate as full-time employees. Eligibility for pay adjustments will be determined by performance, which is the responsibility of the employee's supervisor, subject to review by the department head and Human Resources.

Section 3. Temporary and Seasonal Employees

The City Manager is hereby authorized to employ temporary and seasonal employees as provided for in the 2014 budget.

Section 4. City Manager

In accordance with the City Manager's employment agreement, dated September 18, 2012, the City Manager will receive the same increase granted to other full-time, non-union employees provided those increases do not exceed the statutory wage ceiling for local government employees. All other aspects of the City Manager's contract remain unchanged.

Adopted by the Coon Rapids City Council this 17th day of December 2013.

Tim Howe, Mayor

ATTEST:

Cathy Sorensen, City Clerk